

**STATE ENERGY COMMISSION OF WESTERN AUSTRALIA -
CORPORATE SERVICES, ENTERPRISE BARGAINING
AGREEMENT 1994**

No. AG 60 of 1994



1. - TITLE

This Agreement shall be known as the State Energy Commission of Western Australia - Corporate Services, Enterprise Bargaining Agreement 1994.

2. - ARRANGEMENT

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2. Arrangement
3. Definitions
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Signatories

3. - DEFINITIONS

For the purposes of this Agreement, the following definitions shall apply throughout -

AEEFEU - Australian Electrical, Electronics, Foundry and Engineering Union (Western Australian Branch).

SECWA - State Energy Commission of Western Australia as constituted by the State Energy Commission Act 1979 or its successor(s).

SECWA-Corporate Services - That part of the State Energy Commission of Western Australia containing Business Development, Finance and Administration, and Human Resources Divisions, Civil and Architectural Services, General Counsel, Internal Audit, Public Affairs and Quality Assurance Branches.

SECWA's Award - The State Energy Commission of Western Australia Wages and Conditions Award 1988, No. A1 of 1989, or its successor.

4. - INCIDENCE AND PARTIES BOUND

- (1) This Agreement shall apply to and be binding upon the SECWA-Corporate Services, AEEFEU and all persons employed by SECWA-Corporate Services who are members of or are eligible to be a member of the AEEFEU (the parties).
- (2) The persons employed by SECWA-Corporate Services and referred to in subclause (1) hereof are covered by the terms and conditions of SECWA's Award or its successor.
- (3) The parties to this Agreement agree that subclause (1) hereof will be amended to reflect any changes to residency in SECWA's Award and agreements registered in the Western Australian Industrial Relations Commission to which SECWA is a party.

5. - DATE AND PERIOD OF OPERATION

- (1) This Agreement shall operate from the beginning of the first pay period commencing on or after 24 June 1994 and shall remain in force until 30 June 1995 subject to the operation of Clause 14. - Renewal of Agreement, of this Agreement.
- (2) Subject to subclause (1) hereof, the parties agree that nothing within this Agreement will preclude employees of SECWA-Corporate Services from accessing benefits resulting from a Western Australian State Wage Case.
- (3) Further, notwithstanding subclauses (1) and (2) hereof, nothing in this Agreement shall preclude a further claim being made for an additional payment during the term of this Agreement, which if agreed by the parties will not apply earlier than 1 January 1995. In evaluating any such claim, SECWA-Corporate Services will include in its considerations, the contribution made by employees in the reorganisation of work and restructuring of jobs taking place throughout the term of this Agreement.
- (4) The parties agree that no 'double counting' for labour productivity improvements already contemplated in the two 3 per cent payment increases available in this Agreement, or otherwise recognised, will be considered.

6. - RELATIONSHIP TO EXISTING AWARD

This Agreement shall be read and interpreted wholly in conjunction with SECWA's Award and/or registered agreements or its successor(s), provided that where there is any inconsistency, the terms of this Agreement shall prevail to the extent of any such inconsistency.

7. - OBJECTIVES AND PRINCIPLES

- (1) The parties are committed to identifying common objectives for SECWA-Corporate Services of improved productivity, delivery of quality service, improved employer/employee relations, flexibility, efficiency and quality of employment and will work co-operatively to assist the restructuring of the Western Australian energy industry through the transitional period from SECWA to the new Electricity and Gas Corporations.
- (2) The parties are committed to achieving 'best practice service standards' and will adopt the following principles in pursuing the above:
 - (a) Create an environment of mutual respect, equity and co-operation with the free exchange of relevant information, ideas and initiatives;
 - (b) Proper and effective participation through the appropriate consultative processes;
 - (c) Enhancement of the quality and security of employment for SECWA-Corporate Services' employees; and
 - (d) Development of employees' appreciation of the needs of all SECWA-Corporate Services' stakeholders, namely customers, employees, Government and SECWA, ensuring high quality and on-time customer service.
- (3) The parties recognise that this Agreement continues with structural efficiency and workplace reform. Fundamental to the continuation of this reform, the parties undertake to:
 - (a) Plan and provide for the smooth transition from SECWA to the new Electricity and Gas Corporations, within the Western Australian energy industry;
 - (b) Identify career paths within SECWA-Corporate Services and the new Electricity and Gas Corporations;
 - (c) Broaden the training and career progression opportunities for all employees and develop accredited competency based training plans to complement job redesign;
 - (d) Create more meaningful, interesting and better paid jobs for employees;
 - (e) Meet as far as possible the needs of all stakeholders;
 - (f)
 - (i) The parties accept that there may be both increases and reductions in employee numbers in some Branches or Divisions within SECWA-Corporate Services arising from ongoing change. Where numbers are reduced, employees will be retrained and/or redeployed. Voluntary redundancies may be offered;
 - (ii) SECWA-Corporate Services will, in principle, comply with the State Government standard relating to classification maintenance;

- (iii) In special circumstances classification maintenance may be extended on the approval of the Divisional General Manager together with the General Manager Human Resources; and
- (iv) Employees undergoing classification maintenance will exercise the full range of skills of the maintained classification as and when called upon.

8. - DISPUTE SETTLEMENT PROCEDURE

- (1) The parties agree that all matters relating to this Agreement will be addressed through the appropriate consultation process and that any disputes will be processed in accordance with the State Energy Commission of Western Australia Dispute Settlement Procedure Agreement (DSP), (refer Appendix 2).
- (2) Any disagreements will be addressed through discussions at the work area concerned prior to the dispute being notified pursuant to the DSP.
- (3) The parties agree there will be no industrial action relating to issues agreed between the parties.

9. - PRODUCTIVITY IMPROVEMENT - BROAD AGENDA ITEMS

- (1) The parties acknowledge that a broad agenda must be considered in the implementation of productivity improvement within SECWA-Corporate Services. Further, that the range of measures to be considered and implemented will vary across SECWA-Corporate Services dependent upon Divisional and/or Branch requirements.

- (2) Items considered under the broad agenda will include:
- (a) Working towards the elimination of demarcation of work that restricts efficient and effective work practices to achieve the most efficient means of carrying out the work, provided that the employees have the necessary skill, knowledge, training and competence;
 - (b) Introduction of new equipment/technology designed to improve the efficiency and continuity of operations and the quality of product and customer service;
 - (c) Assessing the need for flexible work arrangements to improve efficiency or assist employees with family responsibilities; and
 - (d) Working towards the development of a Human Resources Plan, addressing issues including competency development, career planning, job redesign, redeployment and retraining.

10. - SPECIFIC MEASURES TO ACHIEVE PRODUCTIVITY

- (1) Specific measures to achieve productivity will be implemented on a Divisional or Branch basis in accordance with the consultative provisions referred to in Clause 11. - Consultation, of this Agreement.
- (2) This Agreement is divided into two stages with specific measures to be achieved at each stage in accordance with the following subclauses. The parties are committed to pursue and complete all the specific measures detailed in each stage.
- (3) Enterprise Bargaining Payments will be dependent upon all structural efficiency and workplace reform changes which occur as a result of this Agreement being ratified and implemented at the relevant workplace.
- (4) STAGE 1

Payment in accordance with paragraph (2)(a) of Clause 12. - Enterprise Bargaining Payment, of this Agreement shall be subject to the achievement of the following specific measures:

- (a) All payment of wages to be by electronic funds transfer within two pay periods of the ratification of this Agreement with the Western Australian Industrial Relations Commission;
- (b)
 - (i) Introduction of alternative arrangements for the use of contractors as detailed in Appendix 1;
 - (ii) Cancellation of the existing Use of Contractors Agreement insofar as it applies to SECWA-Corporate Services;

- (iii) The new negotiated arrangements detailed in Appendix 1 will continue in force beyond the term of this Agreement until further reviewed by the parties;
- (c) Commitment to conclude the development of Competency Standards for employees covered by SECWA's Award;
- (d)
 - (i) The finalisation and execution of the SECWA Union Rationalisation - Heads of Agreement and all attachments to that Agreement, tendered before the Australian Industrial Relations Commission in No. C 60345 of 1993.

- (ii) The APESMA has been involved in discussions in relation to the SECWA Union Rationalisation - Heads of Agreement. However, the APESMA is not prepared to agree to the proposal for union rationalisation and is therefore not a party to that Heads of Agreement, and APESMA will be opposing the making of the order providing for union rationalisation under Section 118A of the Industrial Relations Act (Commonwealth) referred to in the Heads of Agreement.

In these circumstances the ACTU proposed in a letter of 23 March 1994 that SECWA accept APESMA in all negotiations and as a party to any Enterprise Bargaining Agreements until such time as APESMA's representative rights are determined by the Australian Industrial Relations Commission. The role of APESMA as a party to this Enterprise Bargaining Agreement is on a without prejudice basis on the terms spelt out in the exchange of letters between the ACTU, SECWA and APESMA dated 23, 24 and 29 March 1994; and

- (e) Acceptance of the issues, and commitment to pursue those issues, on a Divisional or Branch basis, necessary for the implementation of Stage 2 in subclause (5) hereof.

(5) STAGE 2

Payment in accordance with paragraph (2)(b) of Clause 12. - Enterprise Bargaining Payment, of this Agreement shall be subject to the achievement of the following specific measures:

- (a) Identification, agreement and implementation of initiatives derived from Clause 7. - Objectives and Principles of this Agreement, aimed at improving the productivity and service of SECWA-Corporate Services;
- (b) The Divisions and Branches will produce a report, approved by the respective General Manager, that outlines:
 - (i) The issues addressed;
 - (ii) The recommendations for change and how the changes will contribute to the productivity and efficiency of their Divisions and Branches;
 - (iii) The methodology, performance indicators and the timetable to identify, implement and achieve the benefits for all stakeholders (customers, employees, SECWA and the Government).
- (c) This report must address the following matters as they are appropriate to each workplace:
 - (i) Investigate, recommend and implement, where appropriate, alternative working arrangements including but not limited to:

- Flexibility in relation to the taking of annual and long service leave together with the provision of leave for employees with family responsibilities;
 - Rostering of work (namely to suit the needs of stakeholders);
 - Spread of hours;
 - Working from home.
- (ii) Investigate and introduce/implement, where appropriate;
- Annualised/average pays for shift work employees;
 - Annualised pays for day work employees;
 - A clearance and payout system for days in lieu;
 - A review of shift patterns and shift working arrangements;
 - More economical and flexible work patterns.
- (iii) The investigation, analysis and preparation of recommendations where necessary for the redesign of jobs to allow for multiskilling, using competency based principles;
- (iv) The identification and elimination of demarcation issues that restrict efficient and effective work practices where employees have the necessary training and competence;
- (d) (i) The identification and agreement on Labour Productivity Indicators for SECWA-Corporate Services, Divisions and Branches that can be used in future to determine whether performance targets have been met;
- (ii) These indicators will be available for use in the renegotiation of this Agreement in accordance with Clause 14. - Renewal of Agreement, of this Agreement; and
- (e) Agreement on joint resources and timetable to complete Salaried and Wages Competency Standards Projects.

11. - CONSULTATION

- (1) A consultative and consensus approach to assist in the decision making process will be established immediately, in order to implement and identify specific initiatives aimed at improving productivity.

- (2) Each Division or Branch will establish a Consultative Committee which will examine and determine specific initiatives relating to the improvement of productivity for the duration of this Agreement as set out in Clause 9. - Productivity Improvement - Broad Agenda Items and Clause 10. - Specific Measures to Achieve Productivity, of this Agreement. The objective of Branch Consultative Committees shall be to:
- (a) Develop, co-ordinate and endorse proposals for improving the efficiency, effectiveness, career prospects, productivity, training opportunities, influence on decision making and quality of working life of employees;
 - (b) Ensure that wide consultation occurs so that employee knowledge, experience and aspirations are reflected in proposals being developed; and
 - (c) Ensure that all affected employees have been properly consulted before changes are implemented.

12. - ENTERPRISE BARGAINING PAYMENT

- (1) The additional payments referred to in subclause (2) hereof, payable on the basis that the employees covered by this Agreement continue to fully participate in and fully support the productivity improvement programme as outlined in Clause 9. - Productivity Improvement - Broad Agenda Items and Clause 10. - Specific Measures to Achieve Productivity, of this Agreement.
- (2) Subject to subclause (1) hereof, the additional payments will be payable on all purpose basis, in addition to the weekly wages set out in subclause (1) Wage Rates of Clause 30. - Wages of SECWA's Award to employees covered by this Agreement:
- (a) An additional payment equal to 3 per cent of the employees' Classified Award Rate of Pay will be paid from a common operative date after the specific measures of subclause (4) Stage 1 of Clause 10. - Specific Measures to Achieve Productivity of this Agreement, have been achieved. (Refer Enterprise Bargaining Payment - First 3 per cent increase, in the attached Schedule to this Agreement); and
 - (b) An additional payment equal to 3 per cent of the employees' Enterprise Bargaining Rate of Pay (1) will be paid on a Divisional or Branch basis after the General Manager has formally advised the Executive Committee that the specific measures detailed in subclause (5) Stage 2 of Clause 10. - Specific Measures to Achieve Productivity of this Agreement, have been implemented within the particular Division or Branch of SECWA-Corporate Services. (Refer Enterprise Bargaining Payment - Second 3 per cent increase, in the attached Schedule to this Agreement).
- (3) The additional payments resulting from the application of subclause (2) hereof, are as prescribed, in the attached Schedule to this Agreement.

13. - COMMITMENTS

- (1) All parties undertake that the terms of this Agreement will not be used to progress or obtain similar arrangements or benefits in any other enterprise.
- (2) This Agreement shall not operate to cause any employee to suffer a reduction in ordinary time earnings, or to depart from standards of the Western Australian Industrial Relations Commission in regard to hours of work, annual leave with pay or long service leave with pay.

14. - RENEWAL OF AGREEMENT

- (1) The parties will review the contents of this Agreement in six months from the date of operation including an assessment of the implementation of the initiatives outlined in Clause 9. - Productivity Improvement - Broad Agenda Items and Clause 10. - Specific Measures to Achieve Productivity, of this Agreement and the extent to which their implementation has contributed to the achievement of improved productivity within the Western Australian energy industry and restructuring through the transitional period from SECWA to the new Electricity and Gas Corporations.
- (2) This review is expected to ultimately result in the renegotiation and replacement of this Agreement effective on or before 1 July 1995. If this does not occur, this Agreement will continue in operation in accordance with the provisions of the Western Australian Industrial Relations Act 1979.
- (3) It is acknowledged by the parties that the Workplace Reform Process is ongoing and may form the basis of future agreements as provided in this clause. Likewise, it is open to the parties to seek the ongoing application of the final Enterprise Bargaining Rate Of Pay (2), as prescribed in the attached Schedule to this Agreement.

APPENDIX - RESOLUTION OF DISPUTES REQUIREMENTS

- (1) This Appendix is inserted into the award/industrial agreement as a result of legislation which came into effect on 16 January 1996 (Industrial Relations Legislation Amendment and Repeal Act 1995) and further varied by legislation which came into effect on 23 May 1997 (Labour Relations Legislation Amendment Act 1997).
- (2) Any dispute or grievance procedure in this award/industrial agreement shall also apply to any questions, disputes or difficulties which may arise under it.
- (3) With effect from 22 November 1997 the dispute or grievance procedures in this award/industrial agreement is hereby varied to include the requirement that persons involved in the question, dispute or difficulty will confer among themselves and make reasonable attempts to resolve questions, disputes or difficulties before taking those matters to the Commission.

APPENDIX 1USE OF CONTRACTORS

- (1) SECWA-Corporate Services is committed to maintaining a permanent, flexible, competent, skilled workforce at 'best practice staffing levels' to serve the interests of the Western Australian community. It is recognised that 'best practice levels' may incorporate the use of contractors.
- (2) Contractors may be used by SECWA-Corporate Services for emergency, and specialised purposes to allow flexibility in meeting its obligations to provide a safe, reliable and cost efficient supply of energy to the community.
- (3) Prior to calling a contract for work normally undertaken by SECWA-Corporate Services' permanent workforce, SECWA-Corporate Services will provide information about the contract to the affected employees and/or their representative(s). It is acknowledged that prior advice may not always be given in advance during genuine emergency situations.
- (4) Nothing contained in this arrangement prevents Divisional or Branch management and employees from reaching alternative arrangements over the use of contractors on the basis that no such arrangement will be used as a precedent elsewhere within SECWA.
- (5) Where a decision is taken to carry out work by contract which has been previously undertaken by SECWA-Corporate Services' permanent workforce, and that decision results in the redundancy of functions in SECWA-Corporate Services, employees affected will be eligible for prevailing retraining, redeployment and voluntary redundancy provisions.

APPENDIX 2STATE ENERGY COMMISSION OF WESTERN AUSTRALIA
DISPUTE SETTLEMENT PROCEDURE AGREEMENT1. - TITLE

This Agreement shall be known as the State Energy Commission of Western Australia - Dispute Settlement Procedure Agreement and shall replace that part of the Agreement ratified by the Australian Conciliation and Arbitration Commission and the Western Australian Industrial Relations Commission in November 1987 relating to Dispute Settlement Procedures.

2. - ARRANGEMENT

1. Title
2. Arrangement
3. Scope and Area
4. Term
5. Dispute Settlement Procedure

3. - SCOPE AND AREA

This Agreement shall apply to the callings in which employees of the State Energy Commission of Western Australia are engaged throughout the State of Western Australia and who are members of or who are eligible to be members of the industrial unions of employees party to this Agreement.

4. - TERM

The term of this Agreement shall be for a period of three years from the first day of August 1991.

5. - DISPUTE SETTLEMENT PROCEDURE**Preamble**

This procedure applies to the State Energy Commission of Western Australia ("SECWA") and the Unions who are signatories to this Agreement ("the Unions") and is designed to ensure that differences between the parties can be resolved without interrupting the supply of energy to the community and the industry and commerce of Western Australia.

PART 1**Recognition of Rights and Responsibilities**

- 1.1 The Unions recognise that SECWA has a statutory and public responsibility to provide energy for the State of Western Australia, and that it is essential for the welfare, convenience and employment opportunities of the population, for the smooth operation and prosperity of its industry and commerce, and for the purpose of ensuring the economic development of the State, to provide that energy without any avoidable interruption.
- 1.2 SECWA recognises the traditional right of the Unions and their members to take industrial action, including the partial or total withdrawal of labour.

PART 2

Recognition of Problem

2. The parties recognise that for SECWA to meet its responsibility to provide an uninterrupted energy supply, it is necessary for the parties to adopt procedures to ensure that every effort is made to resolve differences before the Unions or their members feel compelled to take industrial action.

PART 3

Commitment of SECWA and the Unions

- 3.1 SECWA commits itself to expeditiously deal with any difference that may arise between itself and the Unions or any of them and their members. The Unions and their members resolve differences with SECWA by consultation and negotiation without resort to industrial action.
- 3.2.1 The Unions and their members commit themselves not to take any industrial action during the course of the dispute settlement procedures set out in 3.3 hereof, provided that where the Unions and their members believe that the final response of SECWA following the exhaustion of all the procedures in 3.3 hereof is unsatisfactory, they reserve their right to take industrial action.
- 3.2.2 (a) Industrial action in relation to these procedures does not include local stop work meetings of short duration by union members, called by full-time union officials to report back on union business.
- (b) SECWA will be notified of such meetings at least 24 hours, or such lesser time as may be agreed, prior to the meetings occurring.
- 3.2.3 Subject to 4 hereof the parties commit themselves to maintain the status quo and not to take any industrial action during the course of the dispute settlement procedure set out in 3.3 hereof.
- 3.3 Where any dispute or grievance arises the following procedures shall apply:

Site Discussions

- 3.3.1 The employee and/or accredited Shop Steward shall discuss the matter with either the Leading Hand, Foreperson or Supervisor as the case may be.
- 3.3.2 If the matter cannot be resolved satisfactorily by the discussion referred to in 3.3.1 hereof the employee and/or Shop Steward shall request and be given permission to discuss the matter with a senior officer and the Human Resources Administrator when available, of SECWA. If the matter remains unresolved the Shop Steward shall be provided with facilities, if available, to make contact with an official of the relevant Union and the senior officer involved shall contact an Industrial Relations Officer of SECWA.

Formal Procedure

- 3.3.3 (a) (i) If the matter remains unresolved, either party must notify the other in writing that the parties are in dispute.
- (ii) Written notification received before 11.00am shall be deemed to have been notified on that day and written notification after 11.00am shall be deemed to have been notified on the next working day.
- (iii) "Working day" excludes Saturdays, Sundays and public holidays but does not exclude special days off except that for disputes involving permanently rostered 7 day shift employees "working day" does not exclude Saturdays, Sundays and public holidays.
- (b) For the purposes of this Agreement, written notification includes a letter, telex, telegram or facsimile transmission.
- (c) On receipt of written notification it will be the obligation of the parties to comply with the provisions of this Agreement notwithstanding other commitments they may have.
- 3.3.4 Within a period of three working days, which commences on the day of notification referred to in 3.3.3 hereof, meeting(s) are to be held on-site between management, the Human Resources Administrator and/or an Industrial Relations Officer, a union official and the employee and/or Shop Steward.
- 3.3.5 (a) If the matter remains unresolved at the end of the three day period referred to in 3.3.4 hereof, written notification is to be given by either party that the parties are still in dispute and meeting(s) are to be held before the expiration of four working days which commence on the date of this notification, between senior management responsible for the work area concerned, senior Industrial Relations personnel, a union official and the employee and/or Shop Steward.
- (b) At the expiration of this four day period the procedure under this Agreement shall be deemed to be concluded.

3.3.6 If any of the procedures referred to above do not take place in the specified time as a result of the failure by one party to comply with its obligations under this Agreement then the other party is relieved of its responsibilities under this Agreement.

3.3.7 Nothing in this Agreement shall -

- (a) Preclude the parties reaching agreement to shorten or extend the period specified in 3.3.4 or 3.3.5 hereof.
- (b) Affect the operation of the Occupational Health, Safety and Welfare Act 1984.
- (c) In any way prejudice the right of SECWA to take disciplinary action against an employee under the relevant Award or the State Energy Commission Act 1979 in respect of misconduct, or in any way prejudice the rights of an employee under the relevant Award or the State Energy Commission Act 1979 in respect of misconduct.

Provided, that where an employee commits an offence related to the dispute, SECWA will discuss the matter with his/her Union before any disciplinary action is taken except that SECWA shall not be required to enter into discussion on action to be taken against an employee who illegally interferes with or damages SECWA plant or equipment.

- 4. Subject to prior consultation between the parties this procedure shall not apply to industrial action taken on a State or nationwide basis as a result of a formal decision of either the Trades and Labor Council of Western Australia or the Australian Council of Trade Unions.
- 5. The parties hereto recognise that the provisions of the Australian Industrial Relations Act 1988 and of the Western Australian Industrial Relations Act 1979 establish procedures by which disputes can be settled and acknowledge that those procedures are available to assist in the settlement of any dispute.

SCHEDULEENTERPRISE BARGAINING PAYMENT

The following table details the additional payments referred to in Clause 12 and Clause 14 of this Agreement.

TABLE: STATE ENERGY COMMISSION OF WESTERN AUSTRALIA WAGES AND CONDITIONS AWARD.

BROAD BAND LEVEL	RELATIVITY	CURRENT AWARD RATE OF PAY PER WEEK \$	ENTERPRISE BARGAINING PAYMENT-FIRST 3% INCREASE \$	ENTERPRISE BARGAINING RATE OF PAY (1) PER WEEK \$	ENTERPRISE BARGAINING PAYMENT-SECOND 3% INCREASE \$	ENTERPRISE BARGAINING RATE OF PAY (2) PER WEEK \$
Non Trade						
Entry	80%	395.40	11.80	407.20	12.20	419.40
Level 1	84%	415.10	12.50	427.60	12.80	440.40
Level 2	88%	434.90	13.00	447.90	13.50	461.40
Level 3	92%	454.70	13.60	468.30	14.10	482.40
Level 4	96%	474.40	14.20	488.60	14.70	503.30
Level 5	100%	494.20	14.80	509.00	15.30	524.30
Level 6	105%	518.90	15.60	534.50	16.00	550.50
Level 7	110%	543.60	16.30	559.90	16.80	576.70
Level 8	115%	568.30	17.10	585.40	17.60	603.00
Level 9	120%	593.00	17.80	610.80	18.40	629.20

SIGNATORIES

For and on behalf of the State Energy
Commission of Western Australia -
Corporate Services, Divisions and
Branches

MR G. GILLIES

MISS P. SARGENT
WITNESS

For and on behalf of the Australian
Electrical, Electronics, Foundry &
Engineering Union (Western Australian
Branch)

MR S. O'BYRNE

MR N. MITSOPOULOS
WITNESS

VARIATION RECORD**STATE ENERGY COMMISSION OF WESTERN AUSTRALIA,
CORPORATE SERVICES, ENTERPRISE BARGAINING AGREEMENT 1994****AG 60/94**

Delivered 24/06/94 at 74 WAIG 2124
Consolidated at

CLAUSE NO.	EXTENT OF VARIATION	ORDER NO.	OPERATIVE DATE	GAZETTE REFERENCE
1. Title				
	As delivered	AG 60/94	24/06/94	74 WAIG 2124
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